

The Navy Chaplain

Celebrating



25 Years

Volume 3, No. 3

Special Issue

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CHIEF OF CHAPLAINS
Office of the Chief of Naval Operations
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Dear Chaplain Corps Colleague,

This special edition of *The Navy Chaplain* represents the close of our year "Celebrating the 25th Anniversary of Women Chaplains in the Sea Services." This year has been one of reflection, celebration, and anticipation.

As a Corps, we have reflected on the momentous change that began when Ltjg Dianna Pohlman was commissioned in 1973. She was not only the first woman Navy chaplain, she was the first woman to hold a commission as a chaplain in any branch of the United States armed forces.

We celebrated the addition of women to our ministry with the "Partners in Ministry" video which circulated throughout the Chaplain Corps. Without glossing over our growing pains, it portrays women as full partners in ministry to military members and families. The 29-minute video provides positive, workable models of gender-integrated ministry teams in the Sea Services. If you have not yet seen this video, don't miss it! Copies are available through the CRB or your area chaplain.

The Chaplain Corps anticipated the growing contribution of women chaplains with the PDTW "Women: Shaping Leadership Strategies in Ministry" held in Washington, D.C. This PDTW explored the unique leadership styles and needs of women and developed skills aimed at refining and honing partnership in future years. Not for women only, this PDTW will be repeated 11-12 March 1999 in Newport, R.I.

A CRB training package, "Human Dignity in the Workplace," says, "When men and women work together successfully, they are able to incorporate new sensitivities into their leadership styles." This is my vision for all of us as we move into the next 25 years: Together, as one team, we can incorporate and celebrate our "firsts" without diminishing the whole.

A. B. Norderberg, Jr.



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The Navy Chaplain

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Special Issue

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Watchkeepers

BY REAR ADMIRAL JOAN M. ENGEL, NC, USN

The following remarks were delivered at the opening of the exhibit honoring the 25th anniversary of women chaplains in the U.S. Navy, July 2, 1998, at the Women in Military Service Memorial, Washington, D.C.

~ ~ ~

General Mutter, Admiral Holderby, Distinguished Flag and General officers, Captain O'Hickey, colleagues, friends, shipmates and most especially women of the Chaplain Corps. What a glorious day and setting this is to pay tribute to those who paved the way for the partnership of men and women chaplains.

As a Nurse Corps officer I am particularly pleased to be here as nurses and chaplains have walked a special walk together. We have seen much suffering: physical, emotional and spiritual. We have shared in the

joy and happiness of a successful course of treatment, the birth of a baby, or recovery from a serious illness. We have been there hand in hand, supporting and caring for others and each other.

Today, we are celebrating an era that started 25 years ago when men and women would partner to forge a legacy of dedication and excellence in providing ministry to our sea services personnel. This anniversary celebrates the courage and caring that has molded a corps of individual ministers into a successful team of spiritual and moral watchkeepers.

Watchkeepers that seek to capture the inner essence of those whose lives they touch.

Watchkeepers whose roles unveil the joys. . . the sufferings the fears. . . the needs, the hopes, the dreams in the lives of our service men and women.

If you have ever had an opportunity to examine a tapestry closely. . . you would find that there is a common thread woven throughout this creation. A common thread . . . an identifier that links. . . rather than divides. . . connects rather than separates.

If one examined the diversity of the Chaplain Corps, one's eye would be drawn to a common thread woven throughout its own tapestry. . . that common



RADM J. M. Engel, NC, USN and LtGEN C. A. Mutter, USMC at the opening of the Anniversary Display



ADM Engel and GEN Mutter examine the women chaplains' display at the Women In Military Service Memorial

thread is the element of spirituality. Florence Nightingale said that spirituality is intrinsic to human nature and is our deepest and most potent resource for healing. The healing process is certainly something in which our beloved chaplains play a critical role. And when we look at spirituality. . . we realize it has its own common elements. . . trust . . . courage. . . and. . . caring.

Successful teams. . . successful missions result from a common thread. . . that links everyone to a common goal. The teamwork that General Mutter referred to doesn't just happen overnight. It results from the collective efforts of those who

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LT Florence Dianna Pohlman, CHC, USNR
First woman Navy Chaplain

~

*Painting by Margaret Holland Sargent
c. 1974*

*Original painting owned by the
Combat Art Center*

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have put their trust in their leaders. . . in each other and in themselves. From this trust. . . comes courage. . . the courage to take the risks and turn the challenges into opportunities.

John F. Kennedy wrote:
“To be courageous requires no exceptional qualifications, no magic formula, no special combination of time, place, and circumstance. It is an opportunity that sooner or later is presented to us all.”

25 years ago. . . Florence Pohlman put her trust in others and in her own convictions and had the courage to build upon a foundation that was in place for many years. She had the foresight to see that the addition of women to this Corps would serve to enrich and enhance the missions that were ahead. She knew the common thread was the element of spirituality.

It is the Florence Dianna Pohlman of the world. . . the risk takers. . . the trailblazers. . . of yesterday. . . today. . . and tomorrow who serve to move us for-

ward. They do not follow where the path may lead. . . they go where there is no path and leave a trail. Without risk takers and courageous individuals such as she. . . we would only lie at anchor or drift aimlessly. . . and not accomplish our missions. Never losing sight of the common threads woven throughout our varied tapestries. . . our sea service team will serve as an awesome force in successfully preserving our precious freedoms and achieving our respective goals.

Let us remember the women of the Chaplain Corps as single pearls who make up a precious string of history. The history these women have made is a reason for us to rejoice as we pass on these inherited jewels to future generations.

To the men and women of the Chaplain Corps. . . thank you for the common thread that serves as a source of strength in time of need. . . joy in time of sorrow. . . hope in time of despair and light in time of darkness.

25th Anniversary Pride Coins



These coins were minted to serve as a lasting token celebrating the 25th anniversary of women chaplains serving in the United States Sea Services. Designed ‘gratis’, out of appreciation for the work of chaplains, by Christina A. Wagner, a Navy veteran and daughter of a retired Navy Chief.



Sixteen Years Later

BY CDR JOAN HEDRICH WOOTEN, CHC, USNR

Twenty-five years after women have come into our Chaplain Corps, I am sixteen years into my tenure; although the time I have served does not seem that long. In fact, when people ask me how long I have been in the Navy, I have to stop and think just as I have to stop and think how old I am. As quickly as my service in the Chaplain Corps has passed, there are nevertheless whole worlds of lives which I have touched and which have touched mine.

As I reflect on lessons learned over the years, here is how I would summarize them:

1. *Despite how much the environment influences the details of living, people's basic life issues do not change.* My first few weeks in the Navy were culture shock for me. Completely apart from uniforms, language, and instructions, I was immediately impressed and somewhat overwhelmed with how much of life was governed by the institution of the Navy. For a 29-year-old who was fairly used to doing things her own way, this was quite an adjustment. But there was another aspect to the Navy which was of great concern to me as a person in ministry: what did I really have to offer? I started out assuming that perhaps I didn't have much to offer to people who were technologically more sophisticated than I was, and who seemed completely confident and sure of themselves while I often felt as though I was in the way. After all, I knew nothing about ship driving or aviation. Nothing about damage control or

field maneuvers. Nothing about ratings, MOSs, or advancement exams. Nothing about more things than I could even name. Well, I thought, everyone could just laugh and I would have a very short naval career. But that was not the case. When I began talking to people, I heard the same questions and uncertainties about life at spiritual level that anyone would ask.

As inadequate as I felt around machines and acronyms, the majority of Sailors and Marines I met felt inadequate around religion. The middle ground where we met was spiritual country, free from religious structure yet searching for and open to a way to make sense of the world as it was. That, I realized, is why the naval service has chaplains: to remind Sailors and Marines that they are human beings -- children of God and soulmates to each other in community.

2. *We are nowhere without friends and colleagues.* Because I knew so little about the Navy or about the military in general when I came on active duty, I was happy to receive guidance wherever I could find it. What amazed me then and still amazes me are the number of people who believed in me enough to steer me straight when I needed it, and to encourage me when I



Chaplain Thomasina Yuille counseling recruits at Great Lakes Naval Training Center, Great Lakes, IL

needed support. From the first day in 1981 when I called the Chief of Chaplains office to inquire about ministry in the Navy, to each day at the places where I have been assigned, I have experienced genuine caring and community in ways which transcend denominational and faith lines. I now understand that I have by no means "built" a career in the Navy on my own; but that countless saints have helped me along the way. Some of these Sailors and Marines would no doubt be astonished to hear me refer to them as "saints"! But in my eyes they are, because they were open to God's using them to support others, including this chaplain who often did not know which way to go or what to do. The communities in which we are placed mediate the call of God to us, building us in ways in

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which we are not always aware. I will forever be grateful to the CO of the hospital in Yokosuka, Japan for sharing his faith with me and, in turn, encouraging me in my faith during a difficult period when my husband was deployed aboard the MIDWAY (seemingly forever), our son was a 12-month-old handful, and the lives of several members of our hospital staff were coming unglued . . . to the Wives Clubs of the MIDWAY and VA-36, my husband's squadron at NAS Oceana, for taking good care of me after the births of our children, and for reminding me of the importance of women friends . . . to my beloved colleagues, chaplains and RPs, at the CRB who taught me more about professionalism than I could ever have dreamed, and with whom I had so much fun . . . to the chaplains in my first reserve unit who educated me about the "reserve world," teaching me a whole new set of acronyms with patience and good humor . . . to the Marine sergeant in Fourth Supply Battalion who took about two hours at the

end of a busy drill weekend to help me prepare for the next month's field exercise without which I would have been in sorry shape . . . and I will be forever grateful to the reserve chaplains and RPs with whom I have served more recently for demonstrating dedication and commitment. Their example has certainly encouraged me when I have felt overworked and have wondered why I stay in the Navy. All of these "saints," and more, have convinced me that ministry is a shared adventure.

3. *If you really believe you are where God has placed you, there is no stopping you.* The gender issue felt particularly acute in 1982 because there were simply so few women, not only as chaplains, but as other professionals in the line and other staff corps. The one exception was the Nurse Corps, which, historically, had been composed of women exclusively and had only recently included men. At my first duty station my two best women friends were both nurses. I eventually met another small group of women officers who were

assigned to the training squadron, VA-128; but out of the thousands on base, the ten or so of us were a rather small minority. While they were important and wonderful friendships, I discovered that they were not why God had called me to the Navy. God did not call me to minister exclusively to women, any more than God had called me to minister exclusively to officers. As I ventured out and got to know the base and its tenant activities, I felt a strong connection with all kinds of people, more men than women, more enlisted than officers, who had no problem whatsoever talking to me. Certainly there were those who looked surprised when they met "the woman chaplain" (I did get tired of that), and who never seemed to be able to get past the gender issue. But the majority really didn't care about that. After all, there were more important life issues at stake which went beyond who I was.

4. *Don't let others treat you badly — no matter who they are.* Unfortunately, even when you believe that you are where God wants you, you can still have bad experiences. People — even other chaplains — don't always treat you well just because you're a chaplain. One day a department head in an aviation squadron I was serving called my command chaplain, livid that I had refused to officiate at his wedding. In my one (brief) conversation with him, he had indicated that I should accommodate not only the date he and his fiancée had set, but also their design for the service, and their refusal to participate in any premarital counseling. Fortunately, the command chaplain (an O-6) supported me, and adjusted



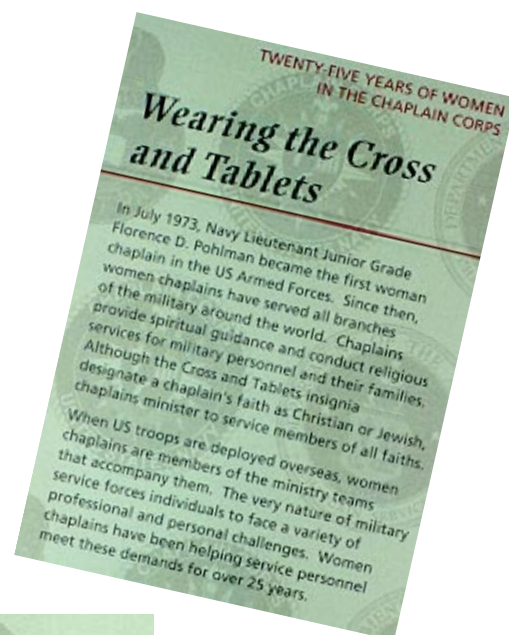
Chaplains Clifford and McGuire at a baby dedication - Naval Academy

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Scenes: 25th Anniversary of Women Chaplains in the U.S. Navy



Chaplains Judy Malana, Barbara Marshall and Lisa Cheatham at the 25th Anniversary Service of Commemoration



*The ministry of all the chaplains was successful
because we shared the experience of the people we served.
We endured the same hardships, the same loneliness
and longing to go home, the same fears about war.*

*Charlotte Hunter, Lieutenant, Chaplain, US Navy,
after returning from Operation Desert Storm*

You can visit this
permanent display at the
Women's Memorial
located at the Gateway
Entrance to Arlington
National Cemetery,
Washington, D.C.



Intuition: A Blessing or A Plague?

My 11-year-old daughter hears the struggles I experience in life. That's because she has wonderful intuitive skills. I must admit that I sometimes wish she weren't so intuitive. Not all my struggles are positive and I don't like to think I would cause her to bear an undue stress or unhappiness because of her gift, or of my life dilemmas.

Thinking about her abilities is a great metaphor for how I have experienced military chaplaincy. For the past 16 years, I have worked for and with chaplains. I've often struggled with the relationships of a chaplain team. I've often wondered whose "problem" I was struggling with, hoping it was the other person's problem and not mine. I know that each person contributes to the team relationship and that the team must negotiate the work environment in order to provide ministry. Without the ministry team, the ministry fails.

I remember Tailhook in the early 1990's, and the mad rush to provide all-day sexual harassment training to every military member. Sexual harassment is fairly easy to identify, so the training provided much needed information to the fleet and gave people avenues for help and support. I couldn't help feeling that something was missing in the training, though. Many issues have been left unaddressed; harassment and discrimination encompass much more than sexual harassment.

As I reflect back on the issues brought to me by people helpless to help themselves hoping for something more than what they have, I was reminded, again, that most of those problems involved relationships.



Chaplain Karla Seyb-Stockton greets a recruit at MCRD, San Diego.

*Photo by Sgt Eric Svenonius, USMC
MCRD, San Diego, PAO Office*

Though not a cause of it, the hierarchical nature of the military system does complicate relationship issues. I invite you to consider along with me, whether or not we have participated in relationships which foster emotional abuse.

Emotional abuse is difficult to identify because, for some, it is normal and because we are all guilty of this from time to time. But there is a big difference between

occasional transgressions during the heat of an argument and continual emotional abuse. Consider the following ten forms that briefly describe some forms of emotional abuse:

Domination People who dominate others need to be in charge and often try to control another person's every action. A "my way or the highway" mentality.

Verbal assaults This set of behaviors involves berating, belittling, criticizing, name calling, screaming, threatening, blaming, and/or using sarcasm and humiliation.

Abusive expectations This type of behavior demonstrates a constant need for another's undivided attention. But no matter how much time or attention you give, it is never enough; this expectation can never be pleased because there is always something more that is demanded.

Emotional blackmail Emotional blackmailers either consciously or unconsciously coerce another person into doing what they want by playing on the other person's fear, guilt, or compassion.

Constant criticism This abuse takes the form of unrelenting criticism. There is fault-finding that can never be resolved.

Character assassination occurs when someone constantly blows another's mistakes out of proportion, gossips about past failures and mistakes and tells lies about that person.

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BENEDICTION

*for the Service of Commemoration,
25th Anniversary of Women in the Navy Chaplain Corps, 2 July 1998,
at the Women in Military Service for American Memorial, Arlington National Cemetery, Washington, D. C.*

Empowering God,

As we close the ceremony commemorating 25 years of women in the Navy Chaplain Corps, we ask for your continued blessing upon our mission, our organization, and our people.

You have honored us with the awesome charge of facilitating the spiritual development of a predominately young population who are courageous yet vulnerable; who work in a potentially violent occupation in the midst of a powerful bureaucracy . . . a system with its requirements that could tempt to overwhelm and frustrate even the most mature and proficient of us.

Sometimes, the task of providing quality ministry appears monumental, then, You, the Almighty whispers to us, in our heart of hearts, that we are not alone . . . as you undergird the commitment of Your women warriors of spirit.

Continue to mold us into women in courage.

Bless us with a tenacious, bold pioneer spirit, a patient persistence as we accept the challenges, overcome the obstacles, and penetrate the barriers that await us within this specialized, yet diverse, form of ministry in a unique environment. Grant us the grace to utilize the spiritual gifts of intuition, sensitivity, and compassion . . . for these traits are treasures that give an organization heart and soul. Help us to be catalysts for progress within the Sea Services.

Grant us the strength, the wisdom, and the inner conviction to provide quality spiritual leadership for an institution and a people most deserving. AMEN.

LCDR Thomasina Yuille, Chaplain Corps, U. S. Navy.

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Chaplain Judy Cadenhead gives the Invocation at the groundbreaking of the Womens' Memorial, Arlington National Cemetery

Gaslighting. One person uses a variety of techniques to make another person doubt his or her perceptions, memory, and very sanity.

Constant chaos. This type of abuse is characterized by continual upheavals and discord. The abuser may deliberately start arguments and be in constant conflict with others. Seemingly unable to enjoy harmony and peace, the “chaotic person” bursts out with constant disruptions and negative moods.

Scapegoating. The abuser takes not responsibility for anything that goes wrong and, in fact, must find someone else to blame.

True emotional abuse is characterized by the following:

- It is constant to the extent it becomes routine.
- The intent is to devalue rather than simply to state a complaint.
- The intent is to dominate and control rather than provide constructive criticism.
- The person has an overall attitude of disrespect toward the other person, rather than just not liking something specific. We generally think of these behaviors as occurring between significant others, or in a family setting. But they also occur within the institution.

Emotional abuse is detrimental to the good order and discipline of any working environment.

The United States Code of Military Justice protects the right of service members to be free from emotional abuse.

Articles 93, 133, and 134, protect individuals from mistreatment. The objective of the equal opportunity program is to promote positive command morale and quality of life and to provide an environment in which all personnel can perform to the maximum of their ability unimpeded by any institutional or individual biases based on racial, ethnic, gender, or religious stereotypes . . . an environment of equal opportunity is essential to attaining and maintaining a high state of morale, discipline, and readiness.

Our own Navy Chaplain Corps vision dictates that we seek to “enrich morally and spiritually the

relationships of all men and women of the Sea Service to God and to one another.” Morale is diminished and work performance is undermined when sabotaged by constant disruption.

There is good news in all this. I am again reminded by my intuitive child. We can manage abusive behavior by using a skill most commonly associated with women. I do not believe it’s one exclusive to women, however. All of us can learn to trust our intuitive natures.

When faced with emotional abuse we can apply some of the following techniques. When you sense that a person is angry with you, try a disarming approach:

- Acknowledge that you hear him or her by saying something like “I know you are angry with me.” If that doesn’t work, in a calm, assertive manner say, “I really want to talk to you, but I can’t talk to you when you’re yelling. As soon as you’re calm, I’ll be happy to talk to you.” Repeat this until the person calms down. If the abuse continues, you may need to leave the situation, or, dismiss yourself and then return when things have cooled off.

- Counteract verbal abuse by asking the person to clarify the remark. Humor is an excellent way to deflect anger; use it to agree with the person. Or, finally, confront the criticism head on.

Reminding ourselves of the responsibility to create a healthy work environment for everyone is expected and essential to who we are as clergy and the standards that we strive to attain. Each of us has a responsibility to stand for what is right and to find ways to change

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the department head's perspective on my behalf. But the situation still bothered me.

A few years later, I suffered sexual harassment from another chaplain (I was an O-3 and he was an O-6). In addition to feeling frightened, I was also angry, and it was the latter emotion that gave me the energy to address the situation. I decided that I would not let another person, albeit a senior officer, treat me disrespect-

fully; so I talked with him directly about his behavior as I had experienced it. By the grace of God, and to this chaplain's credit, he apologized, and we were able to continue working together at a more appropriate and professional level.

But I learned from this that if you just let people walk all over you, you don't do anyone any favors, and you sacrifice the ministry to which God has called you.

5. *There is something valuable to be learned everywhere you serve, and there are important gifts to be shared with others which only you can bring.* Early in my tenure in the Navy, I remember hearing a chaplain comment, "There are no bad duty stations." I understood him to mean that when you aren't granted your heart's desire by the detailee, it is important not to write off the ministry in which you are about to be placed.

By far the most beautiful place I have ever been or served is Whidbey Island, Washington. I can

remember driving across the Deception Pass Bridge in June of 1982, and gawking at the view. I thought to myself, "This is the Navy? This is paradise!" By far the most deprived place I have ever served was Camp Wilson, just outside Twenty-nine Palms, CA. The desert was an unforgiving, stressing, and naturally depressing environment. But the relationships I formed with people were unforgettable. What I learned in paradise was that God has made



Chaplain Karis Graham conducts a small group exercise at the U.S. Coast Guard Academy

places in which we can be restored physically and are freed to learn in physical comfort. What I learned in the desert was that God has made places in which we can be restored spiritually and are freed to minister as we plumb the depths of our spirituality. Both the emptiness and the fullness are important settings in which we may discover who we are, why we are there, and for whom.

Twenty-five years after women have come into our Corps, I feel privileged to be part of that number. As the sea services in general struggle with gender integration, we in the Chaplain Corps now have a twenty-five year legacy on which we can draw for insight and learning. Like any ministry, the twenty-five years have not been uniformly rosy, but they have drawn us all closer to the heart of God as we have broadened the way in which we minister to God's children. And for that we can be most humbled and most grateful.

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working environment to benefit everyone. Even though the military teaches us to handle our difficulties at the lowest level, maybe its time to find a copy of the little "traffic light" booklet BUPERS publishes on conflict management!

I must confess that intuition has its drawbacks as well as its advantages. It can create a sense of vulnerability and allow us to remain as victims in unhealthy situations. It has the potential to make us the object of (or even the initiator of) emotional abuse. Just as sometimes it helps us hear into another person's thoughts and dreams and dilemmas and help them find their way. You know, like my daughter does for me sometimes. How will you use your intuition? Will you use it as a club of power to promote self? Will you use it to assume negative self-images that keep you from realizing your potential? Will you allow it to be practiced in your presence at work? In your own family life? Will it continue as a "blessing or a plague?"

Ed. Note: The above article is presented without a by-line so that the author may remain anonymous.



Chaplain Connie Dorn aboard the USS HUNLEY (AS 31)

Women: Shaping Leadership Strategies in Ministry

Rev. Dr. Alice Mann of the Alban Institute, facilitator of the training, says: "I try to present in positive terms some of the differences in tendencies between men and women leaders . . . personally, I believe men and women need each other for wholeness and vitality in our common life."

One chaplain who attended the PDTW echoed Rev. Mann's comments, saying the sessions were a reality check for her - "Bouncing my issues off another woman helps me discern when an issue is due to something other than gender. Doing the workshop helped keep me from getting bogged down in gender stuff."

Comments from the participants best describe the results of the training: "... tidbits of wisdom I can apply immediately!" "Excellent for helping chaplains work together better and work on staffs better." "The discussions on situational leadership were relevant and 'fleshed out' practices of leadership styles." "When I attend workshops like this I feel fortunate to be a part of our organization."



Chaplains pose for a group picture
at the conclusion of the July 1998 PDTW
"Women: Shaping Leadership Strategies"

*The next PDTW on this topic will be
offered 11-12 March 1999 at NETC,
Newport, R.I.*

The Navy Chaplain

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